



**Gullapalli Pratibha Rao**  
**International Centre for Advancement of Rural Eye Care**  
**(GPR ICARE)**

# C L Gupta Eye Institute





# Leadership

- Engagement of mentee leadership from beginning
- Commitment and willingness for change process
- Vision that change is better
- Trust in mentor hospital capacity

# Initiation of mentoring...

- Trustees acquired 3.5 acre land and learnt about mentoring by LVPEI-visit planned
- MOU signed in 2008
- Design the building (including OR planning) – 35,000 Sq Ft
- Negotiation with vendors

# Staff recruitment

- Local staff selection
- Shared HR policies and processes

# Staff training

- Training of all cadres before the start of hospital
- Continuing educational programs
- Define roles and responsibilities
- Some cadres cross functional

# Staff retention

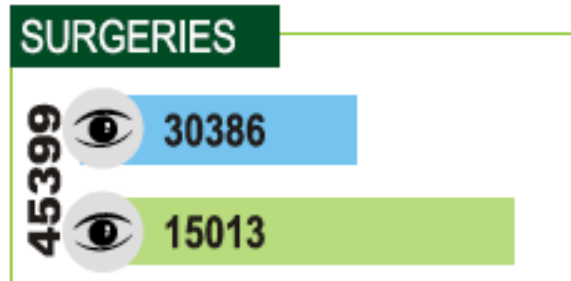
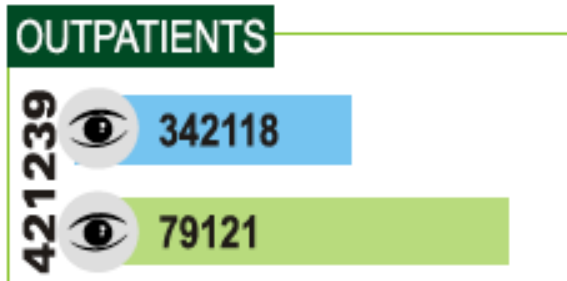
- Develop performance matrix
- Fair and objective appraisal systems
- Career advancement for different cadres
- Team building



# Benefits of competence building

- Increase confidence
- Reduce examination time
- Better care to patient
- Increased capacity of mentees to perform higher volumes
- Efficient service delivery

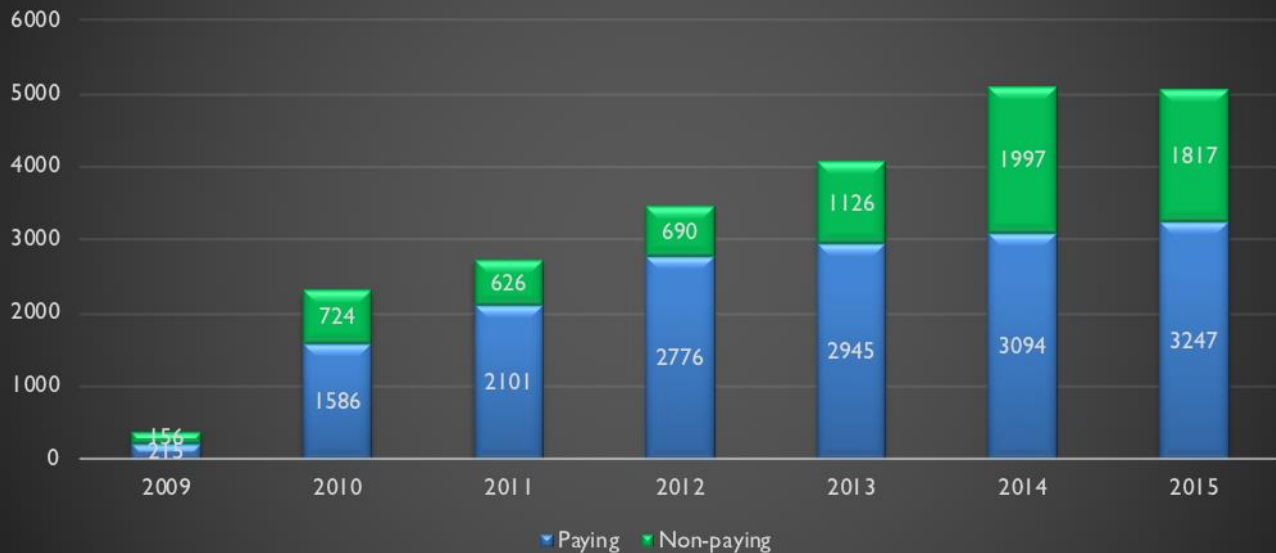
# Patient Care



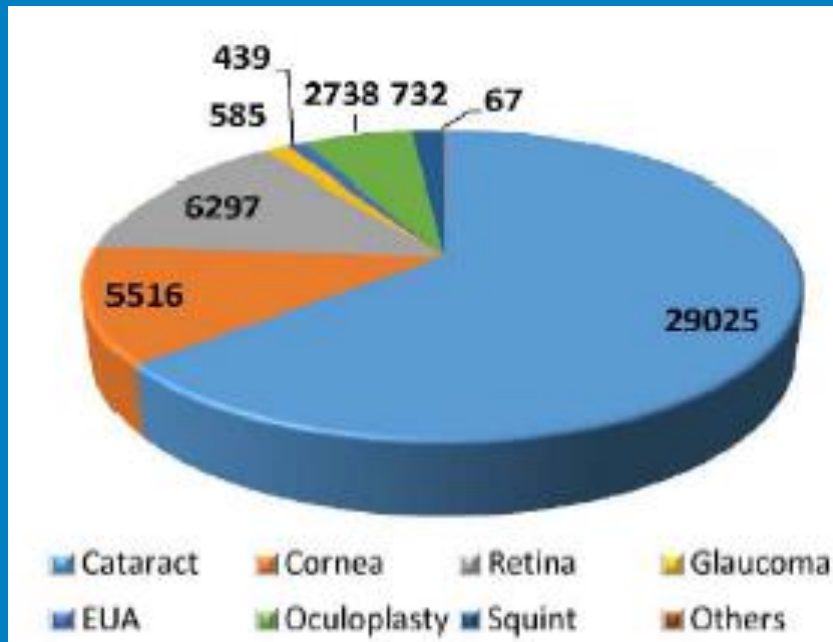
## Year Wise OPD Chart



## Year Wise Surgery Chart



# Patient Care



# Capacity building

- Training of trainers
- Capacity building for training and research

# Benefits of competence building

- Improvement of own training capacity in terms of infrastructure, training materials and faculty development
- Opportunity for own employees to excel as trainers
- Development of curriculums

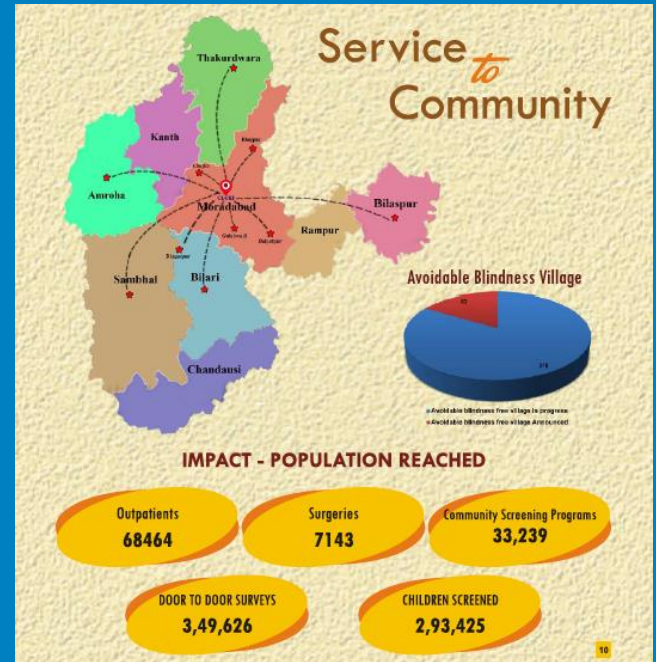
# Eye Care Education

- Started 2010
- Training of 32 fellows (including 6 long term)
- School of Optometry – 63 Diploma and 72 internship



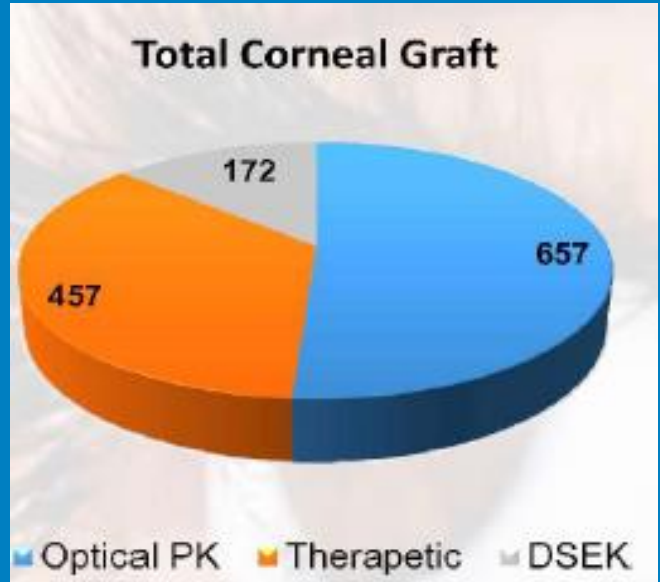
# Community Eye Health

- Community programs – 2011
- Vision centres (10) – 2012-2019
- Children Eye Health Initiative – 2014



# Eye Banking

- Started 2011
- Training at LVPEI
- Nearly 2000 cornea collected
- Nearly 1400 transplants



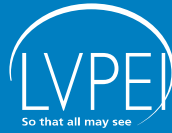
# Developing Research Capacity

- 3 day training workshop on research methodology
- Till date – 20 publications in peer reviewed journals

# Technology

- EMR
- ECHO
- EyeSmart





Thank you!